

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11- CA-19802	Date Filed 1-6-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Mark IV Dayco		b. Number of workers employed 450
c. Address (street, city, state, ZIP code) 109 Gillispie Dr. Easley SC 29640; P. O. Box 2489, Easley, SC 29641	d. Employer Representative Robb Williams	e. Telephone No. 864/859-2025 extn. 241
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service car parts	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ and (3) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) 2002 the above named Employer suspended and subsequently discharged its employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activity.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature of) (title if any) Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 12-26-02 (Telephone No.) (date)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
11-CA-19820	1-22-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Assisted Living Concepts, Manning House	b. Number of workers employed approx. 25	
c. Address (street, city, state, ZIP code) 10 Companion Ct. Greer, SC 29651	d. Employer Representative Kristin Russell, Associate Program Director	e. Telephone No. 864/989-0707
f. Type of Establishment (factory, mine, wholesaler, etc.) Health Care Facility	g. Identify principal product or service Health Services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (b) (6), (b) (7)(C) 2002, and continuing thereafter, the above-named Employer, by its officers, agents and representatives, terminated and refused to reinstate the employment of (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) because they engaged in protected concerted activities.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No.	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) g charge)	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (title if any)	(b) (6), (b) (7)(C)
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) (Telephone No.)	1-12-03 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001) I.O.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

19191878-3803

P. 2

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 11-CA-19822	Date Filed 1-24-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Ferguson Enterprises, Inc.	b. Number of workers employed 100	
c. Address (street, city, state, ZIP code) 2700 Yonkers Rd., Raleigh, NC 27604	d. Employer Representative (b) (6), (b) (7)(C)	e. Telephone No. 919/873-2800
f. Type of Establishment (factory, mine, wholesaler, etc.) wholesale plumbing	g. Identify principal product or service plumbing supplies	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) 2002, the above-named employer discharged its employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) (b) (6), (b) (7)(C)		
6. DECLARATION I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) of representative or person making charge Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Individual (title if any) 1-24-03 (Telephone No.) (date)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001) I.O.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-19833	Date Filed 1-30-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Ferguson Enterprises, Inc.		b. Number of workers employed 100
c. Address (street, city, state, ZIP code) 2700 Yonkers Rd., Raleigh, NC 27604	d. Employer Representative Jim Kirkland	e. Telephone No. 919/873-2800
f. Type of Establishment (factory, mine, wholesaler, etc.) wholesale plumbing	g. Identify principal product or service plumbing supplies	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) 2002, the above-named employer discharged its employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities.		

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) (b) (6), (b) (7)(C)	

6. DECLARATION

I have read the above charge and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C)

Representative or person making charge (b) (6), (b) (7)(C)		Individual (title if any) 1-24-03
Address (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C) (Telephone No.)
		(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-19835	Date Filed 1-30-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Old Castle Glass		b. Number of workers employed 80
c. Address (street, city, state, ZIP code) 1900 Midland Street, P.O. Box 11339, Rock Hill, SC 29731	d. Employer Representative Steven Reynolds	e. Telephone No. 803/366-5167
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify principal product or service glass fabrication	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about 12/16/02, the Employer threatened an employee with termination because of the employee's suspected involvement in protected concerted activities and/or union activities at the facility.

Since on or about (b) (6), (b) (7)(C) 03, the Employer terminated its employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) suspected involvement in protected concerted activities and/or union activities at the facility.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)
(signature of representative or person making charge)

Individual

(title if any)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

1-28-03

(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-19843	Date Filed 2/5/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer USPS	b. Number of workers employed 200	
c. Address (street, city, state, ZIP code) 3300 Odd Fellows Rd., Lynchburg, VA 24506	d. Employer Representative J.E. Tuck, Postmaster	e. Telephone No. 434/528-8900
f. Type of Establishment (factory, mine, wholesaler, etc.) post office	g. Identify principal product or service processing mail	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ and (3) _____ of the National Labor Relations Act, and within the meaning of the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) <p>Since on or about (b) (6), (b) (7)(C) 2002, and continuing thereafter, the above-named Employer, by its officers, agents and representatives, disciplined and/or terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and/or protected concerted activities.</p>		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the National Labor Relations Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION <p>I declare (b) (6), (b) (7)(C) read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p>By <u>(b) (6), (b) (7)(C)</u> _____ (person making charge)</p> <p>Address <u>(b) (6), (b) (7)(C)</u> _____ (Telephone No.) <u>(b) (6), (b) (7)(C)</u> _____</p> <p>Individual (title if any) _____ 1-22-03 (date)</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001) **10.**

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-19844	Date Filed 2-5-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

I. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer USPS	b. Number of workers employed 2	
c. Address (street, city, state, ZIP code) 180 Fair Oaks Dr., Stanley Town, VA 24168	d. Employer Representative Marcia Thomas, Postmaster	e. Telephone No. 276-629-7633 540/639-2014
f. Type of Establishment (factory, mine, wholesaler, etc.) postal facility	g. Identify principal product or service processing mail	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) and (3) of the National Labor Relations Act, and within the meaning of the Postal Reorganization Act.		


2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
Since on or about (b) (6), (b) (7)(C) 2002, and continuing thereafter, the above-named Employer, by its officers, agents and representatives, terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and/or protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the National Labor Relations Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By  (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) of representative or person making charge)	Individual (title if any) (b) (6), (b) (7)(C)
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) (Telephone No.)
	1-28-03 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001) I.O.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-19851	Date Filed 2/14/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Performance Contracting Inc. (PCI)		b. Number of workers employed 25
c. Address (street, city, state, ZIP code) 4305-D Enterprise Drive, Winston-Salem, NC 27106	d. Employer Representative Michael Tilley, Project Manager	e. Telephone No. 336/759-3796 Fax: 336/759-3799
f. Type of Establishment (factory, mine, wholesaler, etc.) construction	g. Identify principal product or service insulation	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2002, the above named employer terminated employee (b) (6), (b) (7)(C) because engaged in union and protected concerted activities in violation of Section 8(a)(1) and (3) of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Association of Heat and Frost Insulators and Asbestos Workers

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)
(signature of representative of person making charge)

Individual
(title if any)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
(Telephone No.)

2/14/2003
(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-19894	Date Filed 3-14-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Performance Contracting, Inc. (PCI)		b. Number of workers employed 25
c. Address (street, city, state, ZIP code) 4305-D Enterprise Drive, Winston-Salem, NC 27106	d. Employer Representative Michael Tilley, Project Manager	e. Telephone No. (336) 759-3796
f. Type of Establishment (factory, mine, wholesaler, etc.) construction	g. Identify principal product or service insulation	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer fired employee (b) (6), (b) (7)(C) in retaliation for filing a grievance.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) _____
person making charge)

Individual
(title if any)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
(Telephone No.)

3-14-03
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001) I.O.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-19895	Date Filed 3-14-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Performance Contracting, Inc. (PCI)		b. Number of workers employed 25
c. Address (street, city, state, ZIP code) 4305-D Enterprise Drive, Winston-Salem, NC 27106	d. Employer Representative Michael Tilley, Project Manager	e. Telephone No. (336) 759-3796
f. Type of Establishment (factory, mine, wholesaler, etc.) construction	g. Identify principal product or service insulation	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) 2003, the above-named Employer fired employee (b) (6), (b) (7)(C) in retaliation for filing a grievance.		

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (signature of representative or person making charge)	Individual (title if any)
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) (Telephone No.)
	03-14-03 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001) I.O.

04/04/2003 16:06 9103438894

LEGALSERVICE

PAGE 02

FORM 1212-301
(1-7-84)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

Form 1212-301 (Rev. 1-7-84)

DO NOT WRITE IN THIS SPACE

Case 11-CA-19921 Date Filed 4/4/03

INSTRUCTIONS:

For an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

I. EMPLOYER ADDRESS (FROM CHARGE II) (SEE PAGE 2)

a. Name of Employer S & W Ready Mix Concrete Co., Inc. b. Number of employees employed

c. Address (street, city, state, ZIP code) P.O. Box 872, Clinton, NC 28329 d. Employer Representative Charles Maynard e. Telephone No. 910-592-1733 ext. 30

f. Type of Establishment (factory, mine, warehouse, etc.) Construction g. Mainly principal product or service Concrete

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a) subsection (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

i. Basis of the Charge (see form a clear and concise statement of the facts concerning the alleged unfair labor practices)

It by its officers, agents and representatives discharged its employee named below on or about (b) (6), (b) (7)(C) 2002 because engaged in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

j. Name of national or international labor organization, give full name, including local name and number (b) (6), (b) (7)(C)

k. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by labor organization) (b) (6), (b) (7)(C)

l. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by labor organization)

C. DECLARATION

(b) (6), (b) (7)(C) I declare that the facts stated in this charge are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C) 4-4-03 April 4, 2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) (b) (6), (b) (7)(C)

TOTAL P. 02

Puh

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 11-CA-19929	Date Filed 4/14/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRD Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer United States Postal Service	b. Number of workers employed 33	
c. Address (street, city, state, ZIP code) 907 Brighton Ave., Fayetteville NC 28304	d. Employer Representative Fred Evans	e. Telephone No. 910.486.2334
f. Type of Establishment (factory, mine, wholesaler, etc.) postal facility	g. Identify principal product or service processing/delivering mail	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) and (5) of the National Labor Relations Act, and within the meaning of the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Beginning on or about January 11, 2003 and at times thereafter, the above-named Employer, through its agents, has failed and refuse to provide information which is necessary and relevant to the investigation and processing of grievances. Requests for information were submitted in writing by NALC Branch 1128 (b) (6), (b) (7)(C) on January 11, February 28 and March 11, 2003, to (b) (6), (b) (7)(C). The information was required to support investigation of potential grievances and/or to support grievances already filed.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the National Labor Relations Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) National Association of Letter Carriers, Branch 1128		
4a. Address (street and number, city, state, and ZIP code) 3175 Cedar Creek Rd., Fayetteville NC 28301	4b. Telephone No. 910.323.3665	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) National Association of Letter Carriers, AFL-CIO		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C) _____ (representative or person making charge)	(b) (6), (b) (7)(C) _____ (file if any)	
Address (b) (6), (b) (7)(C) _____ (Telephone No.)	(b) (6), (b) (7)(C) _____ (date) April 12, 03	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001) LO.

Public

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
11-CA-19965	5/14/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Shaw University	b. Number of Workers Employed Approx. 200	
c. Address (street, city, State, ZIP, Code) 118 E. South Street Raleigh, NC 27601	d. Employer Representative Dr. Clarence Newsome	e. Telephone No. 919-546-8300 Fax No. 919-546-8301
f. Type of Establishment (factory, mine, wholesaler, etc.) University	g. Identify Principal Product or Service Education	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsection) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.) Since on or about (b) (6), (b) (7)(C) 2002, the above named Employer discharged (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected, concerted activities in violation of Section 8(a)(1) of the NLRA.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, State, and ZIP Code) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) N/A		

6. DECLARATION		
(b) (6), (b) (7)(C) I declare that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C)	(Title, if any)	
Address (b) (6), (b) (7)(C)	Fax No. (b) (6), (b) (7)(C)	Date May 13, 2003

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE	
Case	Date Filed
11-CA-19969	5/16/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer The Country Club of Landfall		b. Number of workers employed
c. Address (street, city, state, ZIP code) 800 Sun Runner Place Wilmington, N.C. 28405	d. Employer Representative Melissa Kirkby	e. Telephone No. 910-256-8411
f. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	g. Identify principal product or service Food Service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) It by its officers, agents and representatives discharged its employee named below on or about (b) (6), (b) (7)(C) 2002, because (b) (6), (b) (7)(C) engaged in protected concerted activities.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act		
3. Full name of party filing charge (If labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION (b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge and belief. By _____ (Signature) Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (title if any) May 15, 2003 (Telephone No.) (date)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 11-CA-19978

Date Filed 5-22-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Shilohian and St. Peters Day Care Center		b. Number of workers employed Apx. 35
c. Address (street, city, state, ZIP code) 1125 Highland Avenue, Winston-Salem, NC 27101	d. Employer Representative Manderline Scales, Director	e. Telephone No. 336-724-5013
f. Type of Establishment (factory, mine, wholesaler, etc.) Day Care	g. Identify principal product or service child care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above named Employer, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing employees of Shilohian and St. Peters Day Care Center, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act. More specifically, on or about (b) (6), (b) (7)(C) 2003, the above-named Employer, terminated the employment of (b) (6), (b) (7)(C) in violation of (b) (6), (b) (7)(C) right to engage in or not engage in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have (b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) signature of representative or person making charge)

Individual

(title if any)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

5/22/03
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001) I.O.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-19998	Date Filed 6-6-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Henredon Furniture Industries		b. Number of workers employed 150
c. Address (street, city, state, ZIP code) 109 Mountain View Dr. Mt. Airy, NC 27030	d. Employer Representative Barbara McKinney Human Relations Manager	e. Telephone No. 336.789.9141
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Furniture	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003 the above named Employer suspended employee (b) (6), (b) (7)(C) and thereafter on (b) (6), (b) (7)(C) 2003 the Employer discharged (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities within the meaning of section 8(a)(1)

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) I, (b) (6), (b) (7)(C) declare that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) Signature of representative or person making charge)

(title if any)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

6-6-03 (date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-20007	Date Filed 6/12/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer WINN DIXIE STORES	b. Number of Workers Employed 100 - 1000	
c. Address (street, city, State, ZIP, Code) 1048 YORKST NE APT 5B Aiken SC 29801	d. Employer Representative	e. Telephone No. 803-649-0160
		Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Food sales	g. Identify Principal Product or Service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)		
<p>① WINN DIXIE Knowing of my (b) (6), (b) (7)(C) condition failed to place appropriate safeguards during Drug Testing (Random) causing an unfavorable result which caused my termination.</p> <p>② WINN DIXIE knowingly placed bogus contact numbers of testing labs address and phone number on chain of custody form.</p> <p>③ WINN DIXIE offered retesting of Random Drug Test to a white employee with less seniority than myself being (b) (6), (b) (7)(C)</p> <p>④ WINN DIXIE has failed to provide me with lab results to date.</p>		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. (b) (6), (b) (7)(C) (including local name and number)		
4a. Address (street and number, city, State, and ZIP Code)		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
(b) (6), (b) (7)(C) declare that I have read (b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge and belief.		
(b) (6), (b) (7)(C) (Signature of representative or person making charge)		(Title, if any)
Address SAME AS ABOVE		Fax No.
(Telephone No.)		Date

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-20033	Date Filed 7-7-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer B. A. Millican Lumber & Manufacturing Co.		b. Number of workers employed 70
c. Address (street, city, state, ZIP code) Island Park Road, Ronceverte, WV 24970	d. Employer Representative Doug Strouthat	e. Telephone No. 304/647-5150
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Lumber	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2003, the Employer interfered with, restrained and coerced its employees in the exercise of their rights as guaranteed in Section 7 of the Act by terminating (b) (6), (b) (7)(C) because of (b) (6), (b) (7) protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

An Individual

(title if any)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001) L.O.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
11-CA-20094

Date Filed
9/11/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

I. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Amco Corporation D/B/A Spring House Apartments		b. Number of workers employed 15
c. Address (street, city, state, ZIP code) 5010 Split Rail Circle, Winston-Salem, NC 27104	d. Employer Representative Lisa Gerdaz	e. Telephone No. 336-767-3513
f. Type of Establishment (factory, mine, wholesaler, etc.) apartment complex	g. Identify principal product or service apartment rental and maintenance	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2003, It, by its agents and supervisors, discharge (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)
(signature of representative or person making charge)

(title if any)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
(Telephone No.)

Sept. 1 03
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001) I.O.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-20095	Date Filed 9/11/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Mission St. Joseph Health Systems	b. Number of workers employed 5600	
c. Address (street, city, state, ZIP code) 509 Biltmore Ave., Asheville, NC, 28801	d. Employer Representative William Mance	e. Telephone No. 828-213-1111
f. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	g. Identify principal product or service acute care hospital services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
It, by its supervisors and agents, discharged (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activity.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
(b) (6), (b) (7)(C) I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
Signature _____ (b) (6), (b) (7)(C) person making charge)		(title if any)
Address _____ (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) (Telephone No.)	8-28-03 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001) I.O.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-20119	Date Filed 9-29-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Montgomery Regional Hospital		b. Number of Workers Employed 500
c. Address (street, city, State, ZIP, Code) 3700 South Main Street Blacksburg, VA 24060	d. Employer Representative Susan Brown, CEO	e. Telephone No. 540-951-1111 Fax No. 540-953-5295
f. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	g. Identify Principal Product or Service Medical Care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) <u>Section 8(a)(1) only</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
3. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.) On (b) (6), (b) (7)(C) 2003, the above-named employer discharged (b) (6), (b) (7)(C) for engaging in protected and concerted activity.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, State, and ZIP Code) (b) (6), (b) (7)(C)	4b. (b) (6), (b) (7)(C) Fax No.	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION (b) (6), (b) (7)(C) I declare that I have read (b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (Signature of person making charge) Address (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C) (Telephone No.) 9/26/2003 Date		

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-20148	Date Filed 10/20/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

I. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Shoeshow Incorporated, Inc.	b. Number of workers employed 100+	
c. Address (street, city, state, ZIP code) 2201 Trinity Church Rd., Concord, Nc 28027	d. Employer Representative Jay Manning	e. Telephone No. (704) 762-4143
f. Type of Establishment (factory, mine, wholesaler, etc.) Retail sales	g. Identify principal product or service shoes	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, through its officers, agents, and representatives fired employee (b) (6), (b) (7)(C) based on its belief that (b) (6), (b) (7)(C) was engaging in protected concerted activities.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) _____ (b) (6), (b) (7)(C) representative or person making charge) Address (b) (6), (b) (7)(C) _____ (b) (6), (b) (7)(C) _____ (Telephone No.) (date) ✓ 10-6 03		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001) I.O.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 11-CA-20169	Date Filed 11/4/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practices occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Murphy Brothers Inc.		b. Number of workers employed 500
c. Address (street, city, state, ZIP code) 4760 Greensboro Road, Ridgeway, VA 24148	d. Employer Representative Steve Rooney	e. Telephone No. 276/956-6100
f. Type of Establishment (factory, mine, wholesaler, etc.) Construction Job	g. Identify principal product or service Pipeline Construction	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		

On or about (b) (6), (b) (7)(C) 2003, the above named Employer discharged (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) because of their protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (signature of representative or person making charge)	Individual (b) (6), (b) (7)(C) (title if any)
Address (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)
	Date 11-3-03

UNLESS FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001) L.O.

(b) (6), (b) (7)(C) executed the above signature in my presence on Nov. 3, 2003 in the State of Virginia, County of Henric.
Notary Public
Nov. 03 2003 11:51
Prm. Exp. 01.31.05
336 631 5210
PAGE 03

FORM NLRB-501

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case	Date Filed
11-CA-20171	11/5/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Sturzenbecker Construction Company, Inc.		b. Number of workers employed
c. Address (street, city, state, ZIP code) P.O. Box 1218, N. Myrtle Beach SC 29598	d. Employer Representative James A. Sturzenbecker	e. Telephone No. (843)272-0426 (843)361-9265 Fax
f. Type of Establishment (factory, mine, wholesaler, etc.) Construction Contractor	g. Identify principal product or service General & Electrical Construction Services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) and (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) <p>Since on, before, and continuing since June 17, 2003, the above named employer, through its officers, agents, and representatives, has interfered with, restrained and coerced, and is interfering with, restraining and coercing employees, in the exercise of their right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and to refrain from any and all such activities, which rights are guaranteed in Section 7 of the Act.</p> <p>Specifically, the above named employer has failed and refused, and continues to fail and refuse to furnish documents and information necessary for the Local Union to properly enforce a collective bargaining agreement between the parties, in behalf of the employees represented by the union, under said agreement.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Local Union 342 of the International Brotherhood of Electrical Workers, AFL-CIO		
4a. Address (street and number, city, state and ZIP code) 454 E. Monmouth St., Winston-Salem, NC 27127		4b. Telephone No. (336)721-0180
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.) International Brotherhood of Electrical Workers, AFL-CIO		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <u><i>Serg M Maurice</i></u> Signature of representative or person making charge Address 454 E. Monmouth St., Winston-Salem, NC 27127		Title Business Manager Telephone No. (336)721-0180 Date November 5, 2003

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)**

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed:
11-CA-20175	11/12/03

AMENDED
INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Thomas Built Bus/Freightliner	b. Number of workers employed 100+	
c. Address (street, city, state, ZIP code) 1408 Courtesy Road, High Point, NC 27260	d. Employer Representative Richard Klinedinst	e. Telephone No. 336 889 4871
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service school buses	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about (b) (6), (b) (7)(C) 2003, the above-named Employer through its officers, agents, and representatives has threatened unspecified reprisals for engaging in union and protected concerted activities; changed policies regarding off-duty employees because of and to discourage unionization; and harassed and issued warnings to employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union activities and in retaliation for (b) (6), (b) (7)(C) protected concerted activities.</p>		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
(b) (6), (b) (7)(C)		
4b. Telephone No.		(b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I h (b) (6), (b) (7)(C)arge and that the statements are true to the best of my knowledge and belief.		
By	(b) (6), (b) (7)(C)	Individual (title if any)
Address	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) ✓ 11/1/03 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-20185	Date Filed 11/17/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Ramada Plaza Hotel	b. Number of workers employed 100	
c. Address (street, city, state, ZIP code) 3050 University Pkwy., Winston-Salem, NC 27105	d. Employer Representative Don Angel	e. Telephone No. 336/723/2911
f. Type of Establishment (factory, mine, wholesaler, etc.) hotel	g. Identify principal product or service lodging	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
On or about (b) (6), (b) (7)(C) 2003, the above-named employer discharged (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
(b) (6), (b) (7)(C) declares that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
B. (b) (6), (b) (7)(C) (signature of representative of person)		Individual (title if any)
Address (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C) (date) 11/17/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001) I.O.

INTERNET
FORM NLRB-501
(1-80)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

11-CA-20191

Date Filed

11-21-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Kroger Limited Partnership I, Mid-Atlantic Marketing Area		b. Number of Workers Employed 3,500
c. Address (street, city, State, ZIP, Code) P.O. Box 14002 3631 Peters Creek Road Roanoke, VA 24038-4002	d. Employer Representative Pete Williams	e. Telephone No. (540) 563-3500 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Retail	g. Identify Principal Product or Service Retail Food	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about November 11, 2003, and continuing thereafter, the above-named Employer, through its agents and representatives, violated Section 8(a)(1) of the National Labor Relations Act, as amended, by conditioning the reinstatement of lawful sympathy strikers upon the willingness of the employees to forego the exercise of their protected, statutory rights.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Food and Commercial Workers Union, Local 400

4a. Address (street and number, city, State, and ZIP Code)

4301 Garden City Drive
Landover, MD 20785

4b. Telephone No.

(301) 459-3400

Fax No.
(301) 459-2780

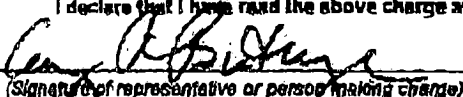
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food and Commercial Workers International Union, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(Signature of representative or person making charge)

Carey R. Butsavage Attorney

 Fax No. (202) 861-9711
 (202) 861-9700
 (Telephone No.)

11/19/03

Date

 Address 1920 L Street, NW, Suite 510
 Washington, D.C. 20036

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PUB

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-20197	Date Filed 11-28-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Tri-County Community Health Center	b. Number of workers employed 107	
c. Address (street, city, state, ZIP code) Po Box 227, Newton Grove, NC 28366	d. Employer Representative Michael Baker, Exec. Dir.	e. Telephone No. 910.567.6194
f. Type of Establishment (factory, mine, wholesaler, etc.) Medical Facility	g. Identify principal product or service Medical Services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) and (4) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about November 3, 2003, the above-named Employer has given bad references to prospective Employers regarding (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) engaging in protected concerted activities as well as filing charge 11-CA-18284 against the Employer. By doing the above, the Employer has violated a settlement agreement entered into by the Employer and (b) (6), (b) (7)(C)		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) By _____ Representative or person making charge Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Telephone No.) Individual (title if any) u/24/3 (date)		

FORM NLRB-601
(11-00)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3012

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
11-CA-20200	12-9-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer American Fiber & Yarn		b. Number of Workers Employed 75
c. Address (street, city, State, ZIP, Code) 1245 Atlantic Ave Rocky Mount, NC 27891	d. Employer Representative Steve Pruitt	e. Telephone No. 252-977-9930 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify Principal Product or Service Textiles	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)		
<p>1. On or about November 17, 2003, the Employer through its agents, officers retaliated against employee in violation of employee's concerted activity rights as guarantee under the National Labor Relations Act.</p> <p>2. On or about November 17, 2003, the employer through its agents, officers and representatives used allegations that employee had a poor evaluation as a pretext for retaliating against employee for exercising ^{(b)(5)} rights under the National Labor Relations Act.</p>		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) American Fiber & Yarn Workers Committee		
4a. Address (street and number, city, State, and ZIP Code) AFY Workers Committee P.O. Box 771 Rocky Mount, NC 27802-0771	4b. Telephone No. 252-977-1419 Fax No.	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization) labor organization		
<p align="center">6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p>By <u>Saladin Muhammad</u> International Representative (Signature of representative or person making charge) (Title, if any)</p> <p>Address <u>AFY Workers Committee P.O. Box 771 Rocky Mt, NC 27802-0771</u> Fax No. <u>252-977-1419</u> 12/10/03 (Telephone No.) Date</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

Saladin Muhammad

FORM NLRB-501
(11-00)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 11-CA-20208

Date Filed
12/15/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Clear Channel Motorports		b. Number of workers employed AKSHOP approx 14 AURORA OFFICE 150 +
c. Address (Street, city, state, and ZIP code) 495 N. Commons Drive Suite 200 Aurora AURORA IL 60504	d. Employer Representative Mike Wales WALES	e. Telephone No. (630) 566-6100 - General Fax No. (630) 566-6184 General
f. Type of Establishment (factory, mine, wholesaler, etc.) Office AURORA - SHOP-NC	g. Identify principal product or service Lighting business for entertainment events PRODUCES LIVE ENTERTAINMENT EVENTS	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1st subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, and continuing thereafter, the above-named Employer, terminated (b) (6), (b) (7)(C) because they believed (b) (6) engaged in union and/or protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

I, (b) (6), (b) (7)(C), declare and that the statements are true to the best of (b) (6), (b) (7)(C)

By (b) (6), (b) (7)(C) (name or person making charge)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

(Date)

12-15-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-20210	Date Filed 12/17/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Thompson Cabinets		b. Number of workers employed 4
c. Address (street, city, state, ZIP code) P.O. Box 1706 Murrells Inlet, SC 29576	d. Employer Representative Jim Thompson, Owner	e. Telephone No. (843) 651-0071
f. Type of Establishment (factory, mine, wholesaler, etc.) Construction	g. Identify principal product or service Cabinets	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Sometime in (b) (6), (b) (7)(C) 2003, the above-named Employer, by its officers, agents and representatives, terminated the employment of its employees (b) (6), (b) (7)(C) because they engaged protected concerted activities.

above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)
(signature)

An Individual
(title if any)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

X 12-3-03

FORM NLRB-501
(11-89)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 11-CA-20216

Date Filed 12/18/03
/ /

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer International Paper		b. Number of workers employed 80
c. Address (Street, city, state, and ZIP code) Post Office Box 459 ✓ Seaboard, NC. 27876	d. Employer Representative Sam Purnell	e. Telephone No. (252) 589-2011 Fax No. ✓ () 252-589-8229
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Lumber	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above named Employer terminated the employment of (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in union and/or protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

() (b) (6), (b) (7)(C)

5. Full name of organization

(b) (6), (b) (7)(C)

if it is an affiliate or constituent unit (to be filled in when charge is filed by a labor

6. DECLARATION

I declare that I (b) (6), (b) (7)(C) had the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Individual

(Print type name and title or office, if any)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

✓ 12-17-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-20220	Date Filed 12/22/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Parkdale Mills - Magnolia Manufacturing	b. Number of workers employed 200
c. Address (street, city, state, ZIP code) PO Box 460, 164 Pine Swamp Rd., Sparta NC 28675	d. Employer Representative Mike Cooley, Plant Mgr
e. Telephone No. 1 800 331 1844	f. Type of Establishment (factory, mine, wholesaler, etc.) Factory
g. Identify principal product or service fabric	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, through its agents, discriminated against (b) (6), (b) (7)(C) by issuing (b) (6), (b) (7)(C) a verbal warning in retaliation for having engaged in protected concerted activities.

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, through its agents, terminated (b) (6), (b) (7)(C) in retaliation for having engaged in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

Individual

(title if any)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 11-CA-20221	Date Filed 12-22-03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Sizemore Security, Inc		b. Number of Workers Employed
c. Address (street, city, State, ZIP, Code) #1 Bridgestone Parkway Granitville, SC	d. Employer Representative Kathryn Thomas, Esquire	e. Telephone No. 803-799-9311
		f. Fax No. 803-254-6951
f. Type of Establishment (factory, mine, wholesaler, etc.) Security for Bridgestone Plant		g. Identify Principal Product or Service
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

I was terminated from my job on (b) (6), (b) (7)(C) 2003 and subsequently filed a lawsuit related to my termination. During discovery related to that case it became clear that Sizemore had been questioning other employees regarding my role in a rumored organization of the plant. This investigation was at the urging of (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) for the Bridgestone/Firestone plant in Aiken, South Carolina. In the past Sizemore Security openly threatened employees with the loss of their jobs if the employee voted for a union. Although I was not the person organizing workers, I believe that it was the belief of Sizemore and Bridgestone/Firestone that I could have been involved and that was the cause of my termination.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)
(Signature of representative of person making charge)

(Title, if any)

Fax No.

Address

(Telephone No.)

Date

12/19/03